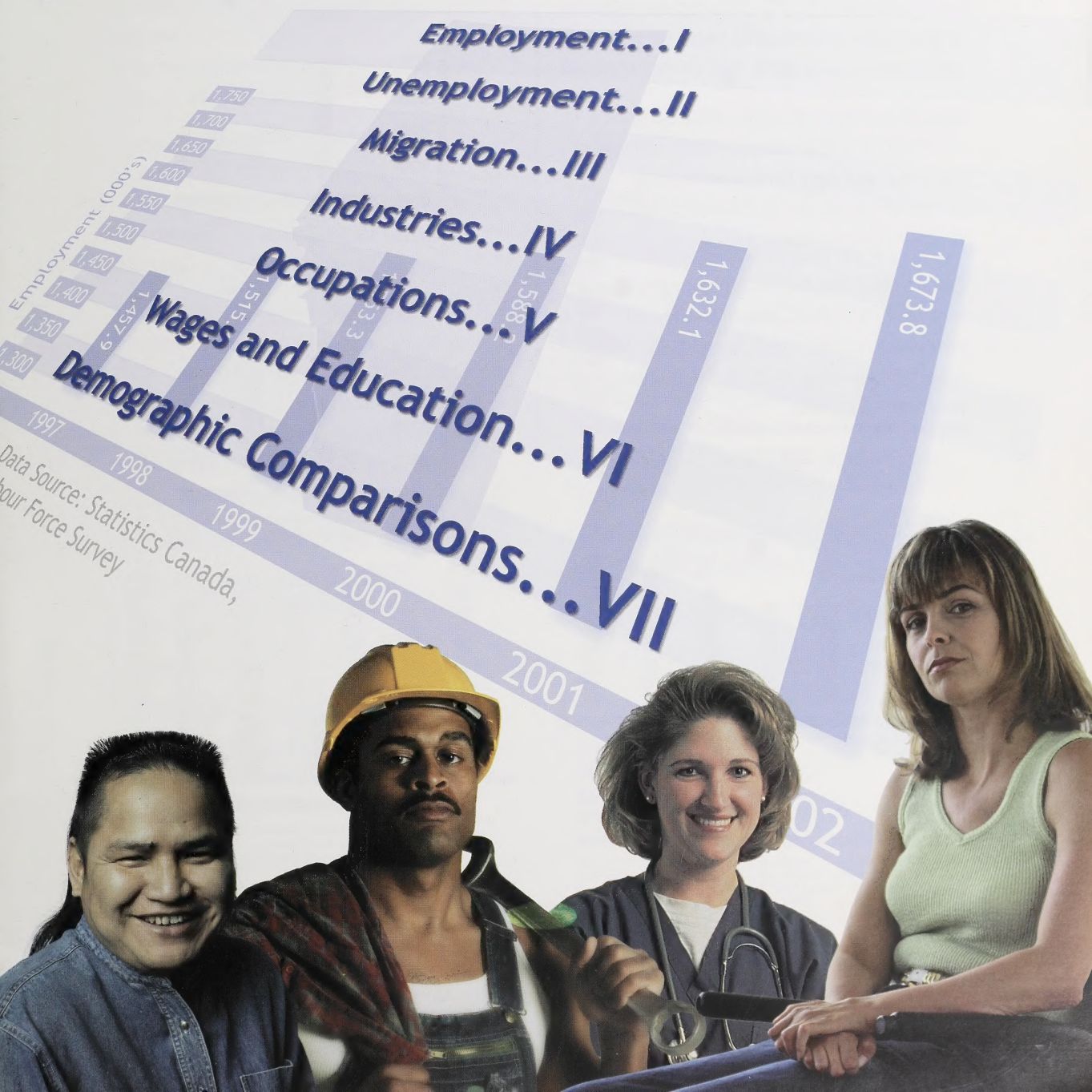


2002 Annual Alberta Labour Market Review



I. Employment

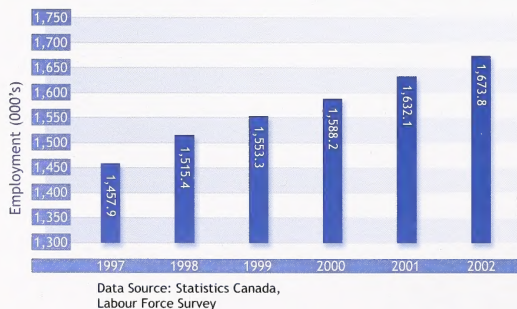
Steady growth for Alberta's Labour Market

In 2002, employment in Alberta increased by 41,700 or 2.6%, the third highest rate of growth since 1998. The national growth rate in 2002 was 2.2%.

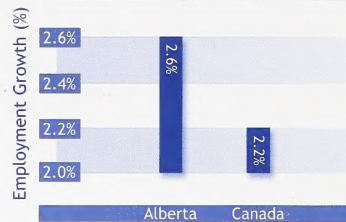
More than 85% of the jobs created in Alberta were full time (30 hours or more per week). Full-time and part-time employment increased by 36,600 (2.7%) and 5,100 (1.7%) respectively.

Employment has increased by nearly a quarter of a million people in the last five years. In 1997 there were 1,457,900 Albertans working. In 2002 the number reached 1,673,800.

Alberta Annual Average Employment, 1997-2002

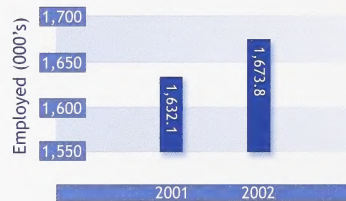


Employment Growth Rate, 2002



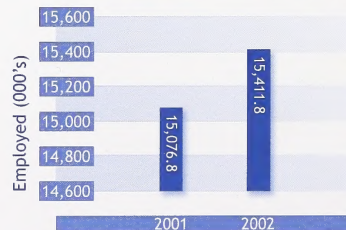
Data Source: Statistics Canada, Labour Force Survey

Alberta Annual Average Employment



Data Source: Statistics Canada, Labour Force Survey

Canada Annual Average Employment



Data Source: Statistics Canada, Labour Force Survey

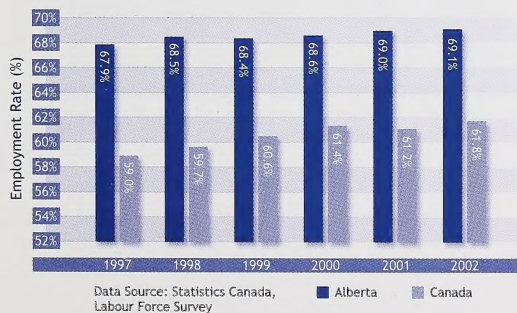
I. Employment

In 2002, employment peaked in the third quarter (1,705,200 from July to September) and the lowest level of employment occurred in the first quarter (1,630,000 from January to March).

Alberta ranked third among Canadian provinces for the 2002 employment growth rate (after Quebec and New Brunswick). Alberta also created 12.4% of Canada's 2002 overall employment growth.

Alberta had the highest provincial employment rate in Canada at 69.1% in 2002. Canada's employment rate was 61.8%. The employment rate measures the number of people employed as a percentage of the working age population (15+).

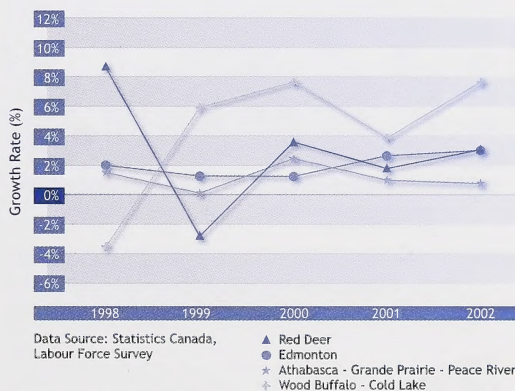
Alberta and Canada Employment Rates, 1997-2002



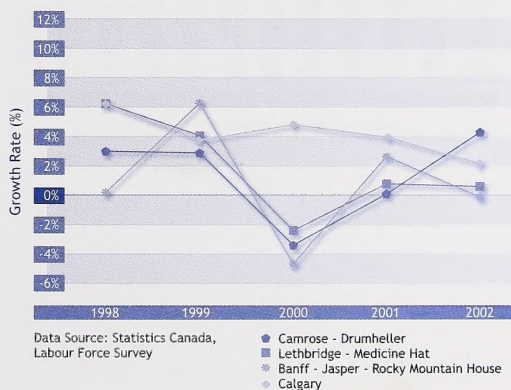
In 2002, Alberta's participation rate of 73.0% was the highest in Canada (labour force as a percentage of the working age population). The national participation rate was 66.9%.

All economic regions in Alberta experienced employment growth over the last five years. The Edmonton and Calgary economic regions had consistently high employment growth rates.

Northern Economic Region Annual Average Employment Growth Rates, 1998-2002



Southern Economic Region Annual Average Employment Growth Rates, 1997-2002

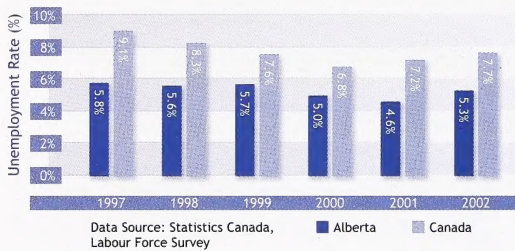


II. Unemployment

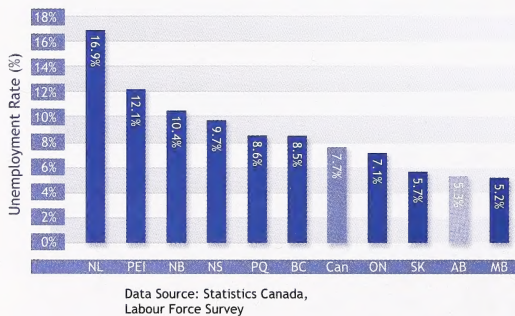
Low Unemployment Rates

Alberta's 2002 unemployment rate of 5.3% ranked second lowest after Manitoba (5.2%) and was a slight increase over the 2001 level (0.7 percentage points).

Alberta and Canada Unemployment Rates, 1997-2002

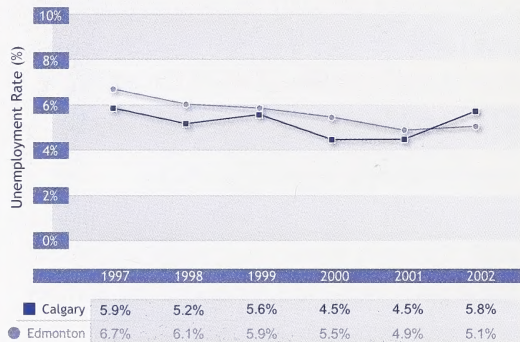


Provincial and National Unemployment Rates, 2002



With an unemployment rate of 5.1%, Edmonton ranked the lowest among all Canadian cities. Calgary was fifth lowest in the country at 5.8%.

Calgary and Edmonton Unemployment Rates, 1997-2002



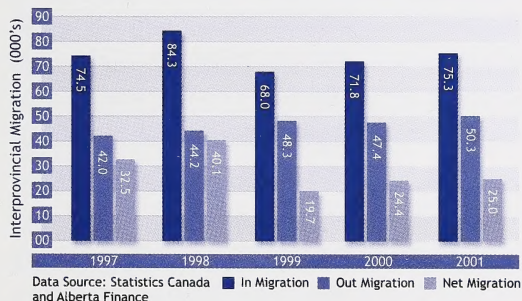
III. Migration

More People Moving to Alberta

The number of people moving from other provinces to Alberta has been strong. In 2001, net interprovincial migration rose slightly to 25,056 from 24,397 in the previous year. The highest level of interprovincial migration was recorded in 1998 (40,125). At the end of September 2002, net interprovincial migration stood at 20,116.

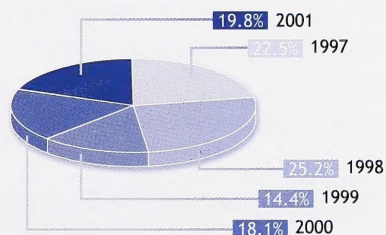
Most of Alberta's net interprovincial migration in 2002 came from British Columbia, Saskatchewan and Ontario.

Alberta Interprovincial Migration, 1997-2001



Alberta has consistently had more people move or immigrate to the province than leave it. Since 1997, net migration has totaled 179,862.

Alberta Net Migration, 1997-2001



Percentage by Year

Data Source: Statistics Canada and Alberta Finance

IV. Industries

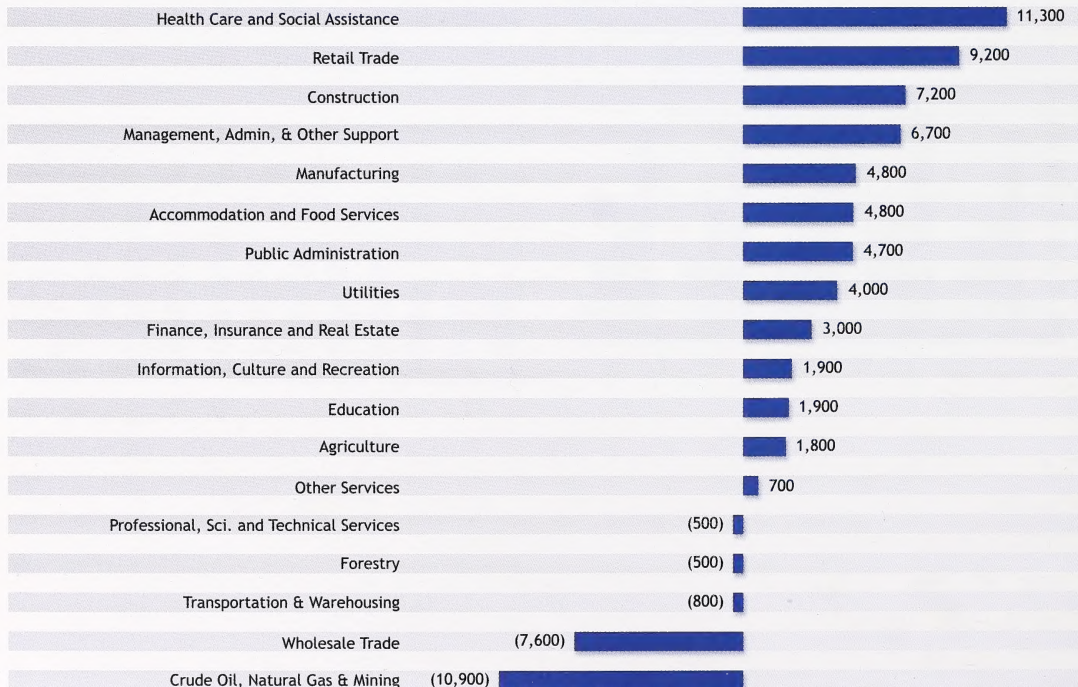
Industry Growth Showed Diversified Economy

There were shifts in different industries across Alberta with overall employment increasing by 41,700.

Overall, employment in the Services-Producing industries increased by 35,200 compared to a year ago. The industries with the highest year-over-year increase in employment were: Health Care and Social Assistance, 11,300 jobs; Retail Trade, 9,200 jobs and Management, Administration and Other Support, 6,700 jobs.

Overall, employment in the Goods-Producing industries increased by 6,500 compared to a year ago. The industries with the highest year-over-year increase in employment were: Construction, 7,200 jobs; Manufacturing, 4,800 jobs and Utilities, 4,000 jobs. Crude Oil, Natural Gas and Mining saw a decline from its record 2001 employment level.

Alberta Year-Over-Year Annual Change in Industry Employment, 2001-2002



Total Employment Increase = 41,700

Data Source: Statistics Canada, Labour Force Survey

Note: Industry employment is classified according to the organization's industry. For example, Included in the Health Care and Social Assistance industry increase (11,300) are Secretaries, Accountants, Janitors and those employed in hospitals and other Health Care industry organizations.

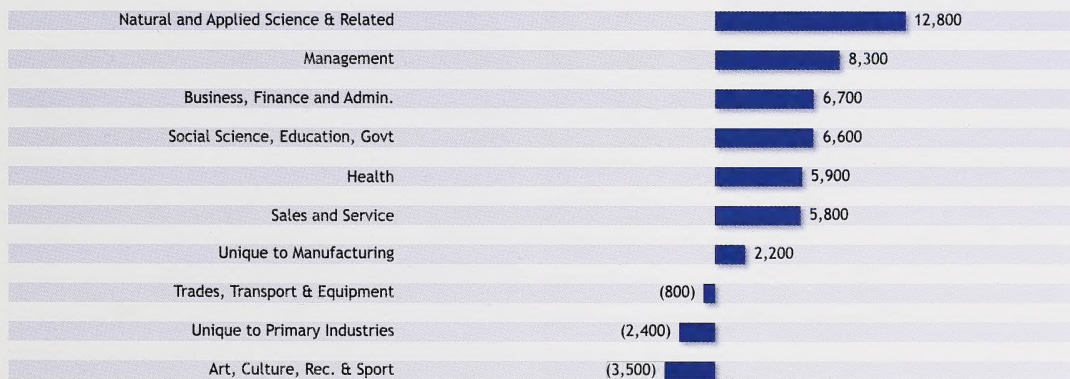
V. Occupations

Fewer Occupations Indicating a Skill Shortage

Occupations in Alberta with the largest increase in employment in 2002 were: Natural and Applied Sciences and Related Occupations, 12,800; Management Occupations, 8,300 and Business, Finance and Administrative Occupations, 6,700.

There were fewer occupations in a skill shortage situation, where demand for labour is greater than the supply. In 2002, 22 of 53 occupational classifications had a skill shortage as indicated by an unemployment rate of less than 3.0% (see chart on page 8). Many of these occupations are in the Health Care and Management areas. This is down from 2001 when 26 of 53 occupational classifications were in a skill shortage situation.

Alberta Year-Over-Year Annual Change in Occupation Employment, 2001-2002



Total Employment Increase = 41,700

Data Source: Statistics Canada, Labour Force Survey

Note: Occupational employment is classified according to the person's specific occupation. For example, only Health Care professionals and technical staff are included in the Health Occupations increase (5,900).

V. Occupations

Alberta Annual Average Unemployment Rates by Occupational Group, 2002

Management Occupations	2002 Unemployment Rate	
	Less than 3%	3% and Over
Senior Management Occupations	✓	
Specialist Managers	✓	
Managers in Retail Trade, Food & Accommodation	✓	
Other Managers, N.E.C.*	✓	
Business, Finance & Administrative Occupations		
Professional Occupations in Business & Finance	✓	
Finance & Insurance Administrative Occupations	✓	
Secretaries	✓	
Administrative & Regulatory Occupations		✓
Clerical Supervisors	✓	
Clerical Occupations		✓
Natural & Applied Sciences & Related		
Professional Occs. in Natural & Applied Sciences	✓	
Tech. Occs. Rel. to Natural & Applied Sciences		✓
Health Occupations		
Professional Occupations in Health	✓	
Nurse Supervisors & Registered Nurses	✓	
Technical & Related Occupations in Health	✓	
Assisting Occs. in Support of Health Services	✓	
Occupations in Social Science, Education, Government & Religion		
Prof Occs - Law, Soc. Serv., Religion & Govt.	✓	
Teachers & Professors	✓	
Tech. Occs. in Law, Soc. Serv., Educ. & Religion		✓
Occupations in Art, Culture, Recreation & Sport		
Professional Occupations in Art & Culture		✓
Tech. Occs. in Art, Culture, Recreation & Sport		✓
Sales & Service Occupations		
Sales & Service Supervisors	✓	
Wholesale, Tech., Ins., Real Estate Sales Occs.	✓	
Retail Salespersons & Sales Clerks		✓
Cashiers		✓

Total Number of Occ. Groups, Unemployment Rate 3% and Over 31
 Total Number of Occ. Groups, Unemployment Rate Under 3% 22

Sales and Service Occupations (continued)	2002 Unemployment Rate	
	Less than 3%	3% and Over
Chefs & Cooks		✓
Occupations in Food & Beverage Service		✓
Occupations in Protective Services	✓	
Occs. in Travel & Accommodation & Att. in Recr.		✓
Childcare & Home Support Workers		✓
Sales & Service Occupations, N.E.C.*		✓
<i>Barbers & Hairstylists</i>	✓	
<i>Cleaners & Janitors</i>		✓
<i>Butchers & Bakers</i>		✓
<i>Food Counter & Kitchen Helpers</i>		✓
<i>Service Station Attendants & Grocery Clerks</i>		✓
<i>Other Elemental Services & Sales Occupations</i>		✓
Trades, Transport & Equipment Operators & Related Occupations		
Contractors & Supervisors in Trades & Transportation	✓	
Construction Trades		✓
Stat. Eng., Power Stat. Op. & Elec. & Telecomm.		✓
Machinists, Metal Forming, Shaping & Erecting		✓
Mechanics		✓
Other Trades, N.E.C.*		✓
Heavy Equipment & Crane Operators Inc. Drillers		✓
Transportation Equipment Op. & Rel. Workers		✓
Trades Helpers, Const., & Transport Labourers		✓
Occupations Unique to Primary Industry		
Occupations Unique to Other Primary Industry	✓	
Occupations Unique to Agriculture		✓
Primary Production Labourers		✓
Occupations Unique to Processing, Manufacturing & Utilities		
Supervisors in Manufacturing	✓	
Machine Operators in Manufacturing		✓
Assemblers in Manufacturing		✓
Labourers in Processing, Mfg. & Utilities		✓

Data Source: Calculated using Statistics Canada, Labour Force Survey Microdata

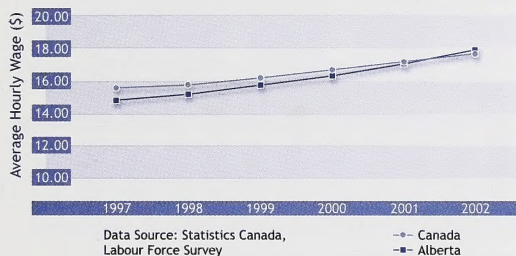
Note: Caution on sample size

* N.E.C. = not elsewhere classified

Wages and Education Levels Rising

Alberta's average hourly wage has risen by 21.5% in the last five years, from \$14.76 in 1997 to \$17.94 in 2002. In 2002, Alberta's average wage was \$0.28 higher than Canada's \$17.66 hourly wage.

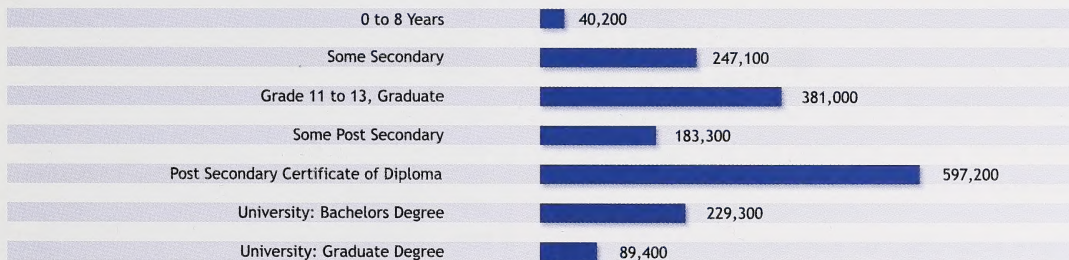
Alberta and Canada Average Hourly Employee Wages, 1997-2002



Alberta has a highly educated labour force. In 2002, 62.2% of Alberta's labour force had a university degree, a post secondary certificate or some post secondary education. This is up significantly from 52.5% in 1992. The national rate in 2002 (62.3%) was very close to Alberta's rate.

In 2002, close to 320,000 Albertans in the labour force had a university degree. An additional 780,000 had either a post secondary certificate (includes trades designations) or some post secondary education.

Alberta Labour Force Educational Attainment, 2002



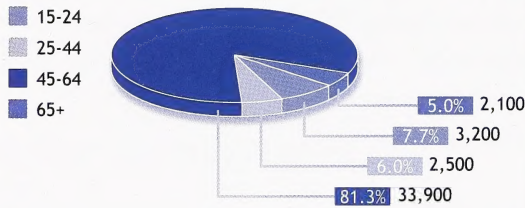
Data Source: Statistics Canada, Labour Force Survey

VII. Demographics

Workers In Demand

In 2002, employment grew by 41,700 jobs. Older workers filled 86.0 % of new jobs, followed by those aged 15-24 (7.7%) and those aged 25-44 (6.0%). Older workers accounted for 33.0% of Alberta's labour force in 2002.

Alberta Employment Growth by Age Group, 2002



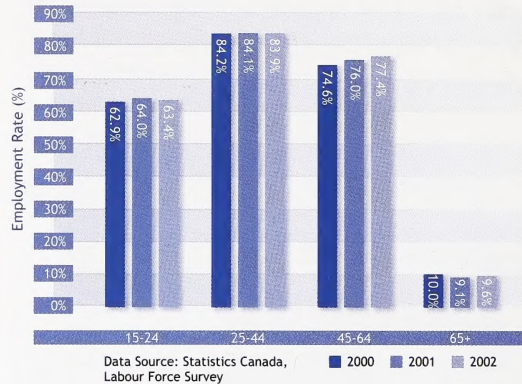
Percentage by Age Group

Data Source: Statistics Canada, Labour Force Survey

In 2002, employment rates were highest for those aged 25-44. The 25-44 age group also had the highest employment rate during the last three years, whereas the 65+ age group had the lowest.

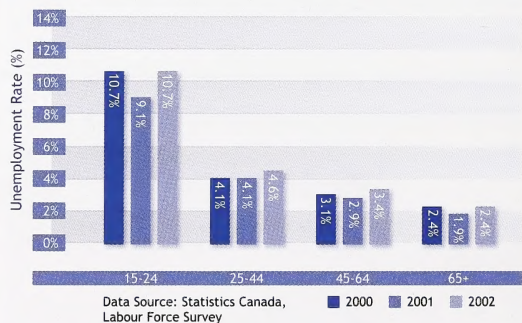
There were 288,000 workers aged 15-24, 821,300 aged 25-44, 536,100 aged 45-64 and 28,300 aged 65+ in 2002.

Alberta Employment Rates by Age Group, 2000, 2001, 2002



The lowest unemployment rate in 2002 belonged to those aged 65+ (2.4%). The highest unemployment rates continue to be among younger workers.

Alberta Unemployment Rates by Age Group, 2000-2002

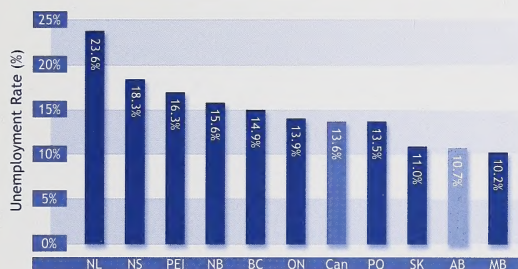


VII. Demographics

Youth

In 2002, the unemployment rate for Alberta's youth (15-24 age group) was 10.7%, the second lowest in Canada. Manitoba posted the lowest rate of all Canadian provinces (10.2%).

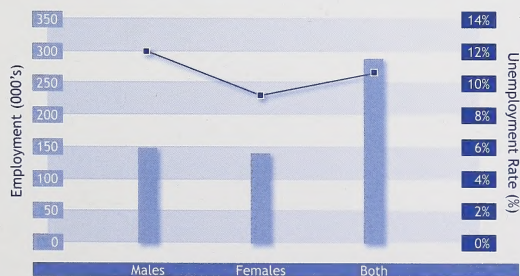
Provincial and National Youth (15-24) Unemployment Rates, 2002



Data Source: Statistics Canada, Labour Force Survey

Females had a lower youth unemployment rate than males (9.4% compared to 11.9%).

Alberta, Youth by Gender Employment and Unemployment Rates, 2002

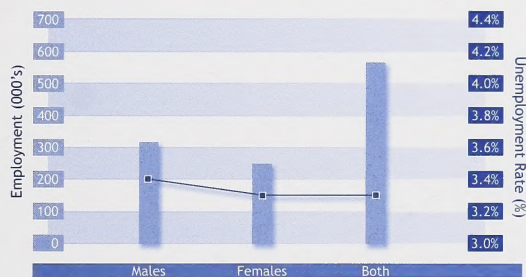


Data Source: Statistics Canada, Labour Force Survey

Older Workers

For older workers, male unemployment is slightly higher (3.4%) than female unemployment (3.3%). The employment for male older workers is slightly higher (316,400) than that of female older workers (248,100).

Alberta, Older Worker by Gender Employment and Unemployment Rates, 2002



Data Source: Statistics Canada, Labour Force Survey



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